

Application No. 09/524,310
Filed: March 14, 2000
TC Art Unit: 3627
Confirmation No.: 8521

AMENDMENTS TO THE CLAIMS

Claim 1 (currently amended): A method of automatically calculating an employee's compensation, comprising, in a processor:

associating sets of attributes with pay categories;

associating a compensation qualifier with each pay category;

collecting information corresponding to identified transactions, the identified transactions including punch information;

forming one or more completed shifts, responsive to the identified transactions and the employee's schedule, the identified transactions including collected punch information;

splitting the employee's shifts into sub-shifts, responsive to work parameters; and

for each sub-shift,

determining a set of attributes for the sub-shift,

determining a pay category with which the set of attributes is associated,

assigning the pay category to the sub-shift, and

determining compensation for the employee for the sub-shift, responsive to the assigned pay category, the employee's base pay and a compensation qualifier associated with the pay category.

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Claim 2 (original): The method of Claim 1, wherein each set of attributes is a unique combination of attributes.

Claim 3 (original): The method of Claim 1 wherein work parameters comprise at least one of workplace rules, scheduled time, holiday calendars, dates and times of the shift.

Claim 4 (original): The method of Claim 1 wherein a subshift comprises one or more contiguous intervals having common attributes.

Claim 5 (original): The method of Claim 1, wherein:
associating sets of attributes to pay categories comprises creating a mapping which maps each set of attributes to at least one pay category; and
determining the at least one pay category with which the set of attributes is associated is responsive to the mapping.

Claim 6 (original): The method of Claim 5 wherein the mapping is configurable by a user.

Claim 7 (original): The method of Claim 1, further comprising:

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determining a total compensation for an employee for a pay period by adding the amounts determined for each subshift of the pay period.

Claim 8 (canceled)

Claim 9 (previously presented): The method of claim 1, wherein plural compensation qualifiers are associated with a pay category, each compensation qualifier being in effect for a different time of day.

Claim 10 (previously presented): The method of claim 1, wherein the compensation qualifier comprises a pay multiplier, such that determining compensation for the employee for the sub-shift comprises multiplying the employee's base pay by the pay multiplier.

Claim 11 (previously presented): The method of claim 1, wherein the compensation qualifier comprises a pay adder, such that determining compensation for the employee for the sub-shift comprises adding the pay adder to the employee's base pay.

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Claim 12 (original): The method of Claim 11, wherein the compensation qualifier additionally comprises a pay multiplier, such that determining compensation for the employee for the sub-shift comprising multiplying the employee's base pay by the pay multiplier.

Claim 13 (previously presented): The method of claim 1, wherein the compensation qualifier comprises a bonus time, such that determining compensation for the employee for the sub-shift comprises awarding the employee the bonus time.

Claim 14 (original): The method of Claim 13, wherein the bonus is added only if a specified minimum time requirement is met.

Claim 15 (original): The method of Claim 13, wherein the bonus time is specified amount of bonus time.

Claim 16 (original): The method of Claim 13, wherein the bonus time is specified percentage of time worked during a specified interval.

Claim 17 (original): The method of Claim 1, further comprising:

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setting a threshold for a first pay category;
defining an overflow pay category; and
calculating, for a given period, a total time awarded to the
first pay category; and
if the total time awarded to the first pay category exceeds
the threshold, transferring the excess awarded time to the
overflow pay category.

Claim 18 (original): The method of Claim 17, further comprising:
the period is one day.

Claim 19 (original): The method of Claim 17, further comprising:
the period is one week.

Claim 20 (original): The method of Claim 1, wherein an employee's
actual compensation is calculated based on actual attendance and
applicable compensation rules.

Claim 21 (previously presented): The method of Claim 20, wherein
the actual attendance is determined from the collected punch
information.

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Claim 22 (previously presented): The method of Claim 21, wherein the punch information is collected by a reader through which encoded cards are swiped.

Claim 23 (previously presented): The method of Claim 21, wherein the punch information is collected by a biometrics device.

Claim 24 (previously presented): The method of Claim 21, wherein the punch information is stored in a database.

Claim 25 (previously presented): The method of Claim 21, wherein the punch information comprises any or all of IN/OUT information, timestamps, and break indications.

Claim 26 (original): The method of Claim 1, wherein an employee's budgeted compensation is calculated based on the employee's assignment schedule.

Claim 27 (original): The method of Claim 1, wherein an employee's forecasted compensation is calculated based on the employee's actual attendance for a selected period, and the employee's assignment schedule.

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Claim 28 (original): The method of Claim 1, wherein determining compensation for the employee for the sub-shift is responsive to a pay policy.

Claim 29 (canceled)

Claim 30 (previously presented): The method of Claim 1, wherein the punch information comprises in punches and out punches.

Claim 31 (original): The method of Claim 1, wherein each sub-shift is classified as to which attributes are in effect.

Claim 32 (original): The method of Claim 31, wherein attributes comprise any or all of premiums, special pay, overtime, schedule deviation, holidays, and specially designated days.

Claim 33 (currently amended): A method of automatically calculating an employee's compensation for a pay period comprising, in a data processor:

associating sets of parameters with pay categories, a compensation qualifier being associated with each pay category;

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collecting information corresponding to identified transactions, the identified transactions including punch information;

determining one or more time segments responsive to the identified transactions and the employee's schedule, the identified transactions comprising collected punch information;

for each time segment,

determining a set of valid parameters according to a set of rules,

determining a pay category associated with the set of valid parameters, and

• calculating the employee's compensation for the time segment responsive to the pay category, the employee's base pay and a compensation qualifier associated with the pay category; and

determining the employee's compensation for the pay period responsive to the calculated compensations determined for time segments within the pay period.

Claim 34 (canceled)

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Claim 35 (currently amended): A computer program product for automatically calculating an employee's compensation, the computer program product comprising a computer usable medium having computer readable code thereon, including program code which:

associates sets of attributes with pay categories, a compensation qualifier being associated with each pay category;

collects information corresponding to identified transactions, the identified transactions including punch information;

forms one or more completed shifts, responsive to the identified transactions and the employee's schedule, the identified transactions including collected punch information;

splits the employee's shifts into sub-shifts, responsive to work parameters; and

for each sub-shift,

determines a set of attributes for the sub-shift,

determines a pay category with which the set of attributes is associated,

assigns the pay category to the sub-shift, and

determines compensation for the employee for the sub-shift, responsive to the assigned pay category, the

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employee's base pay and a compensation qualifier associated with the assigned pay category.

Claim 36 (currently amended): A computer data signal embodied in a carrier wave, comprising:

program code which associates sets of attributes with pay categories, a compensation qualifier being associated with each pay category;

program code which collects information corresponding to identified transactions, the identified transactions including punch information;

program code which forms one or more completed shifts, responsive to the identified transactions and the employee's schedule, the identified transactions including collected punch information;

program code which splits the employee's shifts into sub-shifts, responsive to work parameters;

program code which associates a set of attributes with a sub-shift; and

program code which determines compensation for the employee for the sub-shift, responsive to pay categories associated with the set of attributes associated with the sub-shift, the

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employee's base pay and compensation qualifiers associated with the pay categories.

Claims 37-60 (canceled)

Claim 61 (currently amended): The method of Claim 1, wherein the identified transactions occur during a predetermined time period, and further including the step of

automatically making an employee shift assignment including identifying an earliest transaction from among the identified transactions,

qualifying one or more shifts for association with the identified transactions based on the earliest transaction,

selecting a shift from among the one or more qualified shifts, and

associating the identified transactions with the selected shift.

Claim 62 (previously presented): The method of Claim 61, further including associating the identified transactions with at least one of the work parameters.

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Claim 63 (previously presented): The method of Claim 62, wherein the work parameters comprise at least one of workplace rules, scheduled time, holiday calendars, and dates and times of the shift.

Claim 64 (withdrawn): A method of making an employee shift assignment, comprising, in a processor:

forming one or more shifts, responsive to identified transactions and the employee's schedule, wherein the identified transactions occur during a predetermined time period;

identifying an earliest transaction from among the identified transactions;

qualifying one or more shifts for association with the identified transactions based on the earliest transaction;

selecting a shift from among the one or more qualified shifts; and

associating the identified transactions with the selected shift.

Claim 65 (withdrawn): The method of Claim 64, further including associating the identified transactions with one or more work parameters, wherein the work parameters comprise at least one of

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workplace rules, scheduled time, holiday calendars, and dates and times of the shift.

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